RACISM AND SEXISM

Overview

- Racism and sexism
- Factors in development of racism and sexism
- Racist and sexist behaviors
- Factors that support racism and sexism
- Social problems created by racist & sexist behavior
- Strategies for combating racism and sexism

Racism and Sexism

The transformation of prejudice, based on race or gender, through the exercise of power and authority, against the group defined as inferior by individuals and institutions or organizations, with the intentional or unintentional support of the culture.

Racism and Sexism

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Factors in Development of Racism and Sexism

- Contact (only out of necessity)
- Social visibility (physical differences)
- Unequal power (responsibility)
- Ethnocentrism (viewing others as inferior)
- Competition (boys are taught early)
- Stereotypes

Personal Racist and Sexist Behaviors

- Paternalism
- Ignoring
- Speaking for
- Testimonials
- Ethnic, racist & sexist jokes

Personal Racist and Sexist Behaviors

- Frequent interruptions
- Stereotypical language
- Titles & ranks
- Denying opportunities
- Dubious supervision

Factors that Support Racist and Sexist Behaviors

- **Reference Groups**
  - Groups or associations with like attitudes and like values, KKK, NRA, Black Panthers, other fraternal organizations

- **Conformity to Norms**
  - It's easier to conform to the norms than to challenge an attitude
  - Rewards/punishment
  - People tend to get on the bus, go with

Factors that Support Racist and Sexist Behaviors

- **Self-Fulfilling Prophecy**
  - Influencing the behavior of another person by expressing our expectations of that person
  - If we assume that because someone is a minority, that they can't achieve the same level of competence as the majority, that is exactly what happens

- **Pro-Sexism/Racism**
  - Accommodating sexist/racist behavior by reinforcing it rather than questioning, checking, or opposing it.
  - Not as common today
  - Example: She doesn't want to break a nail, racist jokes about own group

Social Problems Created by Racism and Sexism

- **Deviant behavior acted out**

- **Inner group tensions in community**

- **Ineffective use of abilities**
  - **How many more doctor's, scientists, astronauts etc., that we could have without racism / sexism?**

Strategies for Combating Racism and Sexism

- Awareness
- Education
- Participation
- Self-Analyze
- Acknowledging & understanding differences
- Commander’s responsibilities

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